

Novant Health Annual Incentive Plan Goal Matrix: Fiscal 2018

PLAINTIFF'S
EXHIBIT

84

-Please enter Employee ID in the yellow field indicated. Your employee data should auto-populate.
 -All individual goals should have a weighted value of 20% or more totaling 100% for all goals.
 -Achievement Score must reach Threshold to receive a score greater than Zero, Threshold to reach Target, and Target to reach Maximum.
 -Scores may be prorated between Threshold and Target, and Target and Maximum.
 -The form has been protected for structure and formulas. Please do not rename sheets, or restructure the form.
 -Please do not consolidate goals sheets for multiple employees into a single workbook. Each participant must have an individual file.
 -Goal Sharing: if you are sharing a goal, please list all other participants who are sharing the goal with you (first and last name) in the "Area of Performance" cell and/or on the new for 2018 "Shared Goal Detail" tab.
 -Supporting information may be included on the "Supporting Information" tab; additional tabs may be added if needed (do not rename the "Goals" worksheet.)
 -If goals are modified/updated during the year for any reason, updated forms must be submitted to Human Resources within 30 days of change for approval.

Questions? Please select the link: [Annual Goal Questions](#)

Enter Employee ID **157894** If information does not auto populate, or information has changed, enter corrected information below: Tier: 001
 Name **Cureton, Jesse** Goal Opportunity for Tier: 40%-55%-70%
 Title **EVP & Chief Consumer Officer** System / Individual Weighting 90% / 10%
 Department **Administration**
 Leader **Armato, Carl**
 If role has changed, start date of new role: _____ Notes for HR Compensation: _____

SYSTEM GOAL Area of Performance	THRESHOLD Score: 1	TARGET Score: 2	MAXIMUM Score: 3	WT	ACHIEVEMENT SCORE	TOTAL
Team Member Engagement	4.20 OR 64 th percentile ranking	4.26 OR 77 th percentile ranking	4.33 OR 89 th percentile ranking	25%		0.000
Growth Increase Adjusted Discharges (.5wt) NMG Encounters (.5wt)	Adjusted Discharges 1% AND NMG Encounters 4.7%	Adjusted Discharges 2.5% AND NMG Encounters 8.7%	Adjusted Discharges 4% AND NMG Encounters 12.7%	25%		0.000
Quality	70% of Indicators at or above top performance	80% of Indicators at or above top performance	90% of Indicators at or above top performance	25%		0.000
System Financial Health	7% OCF	10% OCF	13% OCF	25%		0.000
SCORE				100%		0.000
Weighted System Score System Weight: 90%						0.000

Executive Team Individual Goals Area of Performance	WEIGHT (should total 100%)	ACHIEVEMENT SCORE (minimum of 1 and maximum of 3)	TOTAL (will automatically calculate)
Pursue Leader Development Plan items, participate in coaching sessions with Mike Whitehead and include personal development questions and issues in status meetings with the CEO.	100%		0.000
			0.000
SCORE	100%		0.000
Weighted Individual Score Individual Weight: 10%			0.000

Weighted Score: 0.0